

Collective Bargaining Agreement: Agricultural Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which further amends the agreement published in Statutory Instrument 116 of 2014. This agreement was registered in terms of section 79 of the Labour Act [*Chapter 28:01*].

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
AGRICULTURAL INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: KAPENTA
INDUSTRY

Further Agreement

Made and entered in accordance with Labour Act [*Chapter 28:01*] as amended from time to time between the Zimbabwe Agricultural Employers Organisation (ZAEO), Zimbabwe Commercial Farmers Union (ZCFU), Zimbabwe Farmers Union (ZFU), Commercial Farmers Union (CFU), Kapenta Producers Association (KPA), Indigenous Kapenta Producers Association (IKPA) (herein referred to as “employers or employers’ organisation”) of the one part, and the General Agriculture and Plantation Workers’ Union of Zimbabwe (GAPWUZ); Horticulture, General Agriculture and Plantation Workers’ Union of Zimbabwe (HGAPWUZ), Kapenta Workers Union of Zimbabwe (KWUZ), as the other part (herein referred to as “the employees” or “the trade unions”) being parties to the National Employment Council for the Agricultural Industry of Zimbabwe to further amend the Collective Bargaining Agreement published in Statutory Instrument 116 of 2014.

This further agreement shall be deemed to have to come into operation on the 9th of December, 2016.

The employer party and employee party agreed on Fixed Term Contracts of the following subsector and agreed on the following:

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Kapenta Sector

Agreement

Fixed Term Contract in the Kapenta industry shall be for a period not exceeding eleven months, renewable once with the same employer with benefits provided for in the CBA, beyond which the worker shall become permanent.

NB. — Provided that where the employer is leasing a boat and permit, the duration of the Fixed Term Contract shall match that of the lease or permit.

Declaration

The employers and the trade unions, having arrived at the agreement set forth herein, the undersigned officers of the Council hereby declare that the foregoing agreement arrived at, affix their signatures thereto.

Signed at Harare this 9th day of December, 2016.

D. H. CHIMBWANDA,
Council Chairman (Employers' Representative).

F. ZONDO,
Council Vice Chairman (Employees' Representative).

S. JERA,
Chief Executive (NEC Agriculture).